



PHILLIP A. TAVARES  
CHIEF OF POLICE

# *Town of Marshfield*

## *Police Department*

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July 17, 2020

Via e-mail to: [Testimony.HWMJudiciary@mahouse.gov](mailto:Testimony.HWMJudiciary@mahouse.gov)

Re: Concerns to Senate 2820 as Amended

Dear Chairwoman Cronin and Chairman Michlewitz:

I had the opportunity to thoroughly review the recently amended Senate 2820, "An Act to Reform Police Standards and Shift Resources to Build a more Equitable, Fair and Just Commonwealth that Values Black Lives and Communities of Color" submitted to the House on 7/15.

My Department will continue to work through these difficult and turbulent times to build a better future for our police department and the community we serve. Massachusetts police departments are above the curve on best police policies and practices. We fully embrace the six pillars of the Presidents Task Force on 21<sup>st</sup> Century Policing. That being said, there are countless areas in the current version of this bill that if passed will likely have an adverse negative impact statewide. Comprehensive Police Reform is extremely complex and takes time to fully identify the problems and understand the overall effects of change. Time is what we don't have and this bill is being pushed as a knee jerk reaction for something that happened in another state but will have dire consequences for all of us in Massachusetts.

We learned from the civil rights movement of the 1960's that policing needs to attract good, intelligent qualified candidates with common sense. The job has increasingly become more dangerous for police officers. They are assaulted and sued at alarming rates. Officers are under public scrutiny and under a tremendous amount of stress. Nationally recruitment and retention are a major problem.

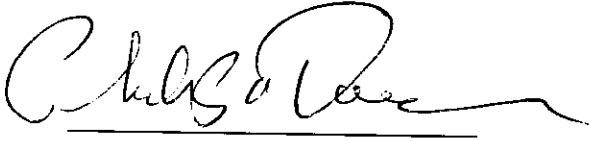
It should be noted that excellent public service starts with hiring the right person to wear the uniform. The sweeping changes to policing outlined in this bill will only cause lots of good officers to retire. The ones that stay will be disgruntled and do less. The career will become less then desirable to attract good qualified candidates. Hiring the best candidates is the most important step in the process of delivering the proper police services. No amount of changes in the law, policies or training will make up for that.

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To continue to retain the best officers already employed and to continue to attract the best qualified candidates in the future, I strongly urge you support the comments submitted by the Major City Chiefs and the Massachusetts Chiefs of Police Association.

Thank you for your diligent efforts in drafting this comprehensive legislation for the House. I look forward to a partnership in providing the best services for our respective communities.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Phillip A. Tavares", written over a horizontal line.

Chief Phillip A. Tavares